



## THE INFLUENCE OF ECONOMIC FACTORS ON THE FORMATION OF PROFESSIONAL STABILITY OF FUTURE TEACHERS TO PEDAGOGICAL ACTIVITY

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### Abstract:

This article discusses the economic factors that shape the professional resilience of future teachers in pedagogical activities.

**Аннотация:** В данной статье рассматриваются экономические факторы формирования профессиональной устойчивости будущих учителей в педагогической деятельности.

**Keywords:** new Uzbekistan, education, upbringing, future teacher, pedagogical activity, higher education, graduates, teachers' salaries, wages, material incentives, social protection, excellence, salary, class leader, quality, efficiency.

**Ключевые слова:** новый Узбекистан, образование, воспитание, будущий учитель, педагогическая деятельность, высшее образование, выпускники, заработная плата учителей, оплата труда, материальное поощрение, социальная защита, превосходство, зарплата, лидер класса, качество, эффективность.

Currently, School Education is being developed in our country based on the idea that "new Uzbekistan begins on the threshold of school." As one of the main priorities of the reforms implemented in 2017-2021, measures were taken to radically improve the functioning of secondary schools. As of 2017, 11 years of schooling have been undertaken. Now it has become possible for students to continue their education on a voluntary basis in academic Lyceum or vocational institutions in the areas of their interest. It was established to carry out professional educational institutions in conjunction with direct production. Over the past three years, 157 comprehensive schools have been newly built in our country. Given the special place and influence of male teachers in the effective conduct of educational work, as a result of the concrete measures taken, 12,871 male teachers returned to the public education system by September 2019. The meaning and meaning of the reforms being carried out is aimed at realizing the noble goal of the educational institution, which is the greatest among





the world's buildings as a school, as the training of a new generation of personnel. Social progress cannot be achieved without the development of secondary schools. Therefore, school education should serve as a solid foundation for student youth to conquer important milestones in the future.

In all times, the attention and recognition of the elite people in relation to the teacher-teacher was high. But if there is not enough economic stability in the teaching profession, first, the coverage of young people who choose this profession decreases, secondly, teachers do not fall in love with their work and do not work on themselves, and thirdly, the attention of society also does not correspond to the service of the teacher and his place in society. Therefore, in the "concept of development of the public education system of the Republic of Uzbekistan until 2030" approved by the decree of the president of the Republic of Uzbekistan No. 5712 of April 29, 2019, about 25% of the total number of graduates of higher education institutions are graduates of the specialty "pedagogy", and this specialty is one of the most popular, due to its low attractiveness, the low level of motivation of graduates of higher educational institutions in the direction of pedagogy to work in their profession has been cited as one of the problems in the system. There are specific reasons why the position of teachers in society has been declining for several years. The main thing of them was that the monthly salary of teachers barely reached the minimum living conditions, did not cover the needs of the family associated with their longing. The task was set to "gradually increase the level of remuneration, material incentives and social protection of employees of general secondary educational institutions in order to increase the attractiveness of functioning in the public education system."

A number of changes were made to the material support of employees of secondary schools. These include:

**First**, the decree of the president of the Republic of Uzbekistan "on measures to raise the system of spiritual and moral and physical education of young people to a qualitatively new level" of August 14, 2018 PQ-3907 was adopted and in accordance with it: a) from September 1, 2018, the base tariff rates were increased to 1.1 times: for primary teachers; on average to 1.24 times for upper-class teachers; 1.1 times for the director, his deputies, heads of the Information Resource Center (Library) and librarians. b) since January 1, 2019, the base tariff rates are increased by 1.25 times for teachers of higher categories, 1.2 times for teachers of the first category, 1.15 times for teachers of the second category, 1.1 times for specialist teachers; 1.1 times for psychologists with higher education in state general secondary and secondary special educational institutions; 1.1 times for the director, his deputies, heads of specialist teachers and Another important innovation was the equalization of the salaries of





elementary and upper school teachers. At the same time, a system was established to provide long-term preferential loans, to allocate preferential loans to their family members for entrepreneurial activity in order to provide pedagogical employees with model affordable housing, vehicles.

**Second**, the regulation on the procedure for the establishment of the director's fund and the use of its funds for the promotion of exemplary employees of general secondary educational institutions was approved. This foundation is organized in general secondary schools of all types and names and boarding schools that provide education to students in accordance with the state educational standards of general secondary education. The fund is formed at the expense of the state budget in the amount of 15% of the salary fund of a general educational institution. The purpose is to promote the improvement of the effectiveness and quality of the educational process in a general educational institution, to establish a monthly charter for pedagogical, psychologist and library employees, to reward and provide material assistance to employees of general educational institutions, to strengthen the promotion of professional skills and qualifications of pedagogical employees. The working group that defines the master is organized by order of the director of the institution. The director himself - the head, the members-will consist of the deputy director for educational affairs, the deputy director for spiritual and educational affairs, the chairman of the trade union committee, the pedagogical staff and representatives from the Supervisory Board of the general secondary educational institution and the parents of students. The composition of this Working Group is reviewed by the pedagogical council until the beginning of each academic year. An important aspect is that the number of encouraged should not exceed 50% of the total number of school employees. The issue of establishing regulations on base tariff rates is considered and resolved based on the applicant's application and analytical data on the assessment of their activities. Masters are determined according to the criteria for pedagogical activity in the following order .

Educators		Library staff and psychologists	
Points	Surcharge	Points	Surcharge
65–70 points	10%	65–75 points	10%
71–75 points	15%	76–85 points	15%
76–80 points	20%	86–100 points	20%
81–85 points	25%		
86–90 points	30%		
91–95 points	35%		
96–100 points	40%		





In addition to those specified in the Master System table, the following are also paid: 100 percent surcharge on educators who have shown high results – their list is formed on the basis of the decision of the Working Group and is presented by the director to the district (city) Department of public education until April 1; prize money in the amount of up to a total of two post salaries during the calendar year-for personal contribution to the development of; an additional 200, 175 and 150 percent surcharge on gold, silver and bronze medals for the next academic year, respectively – to teachers and directors of educational institutions who have prepared the winners of international Olympiads (asos-diploma confirming the award of international Olympiads (certificate)); one-time prize money in the amount of 2 times the base tariff rate – to primary; material assistance to employees of general educational institutions – according to their appeal or on the initiative of the trade union organization of a general educational institution is indicated in emergency cases (when a close relative dies, is seriously injured, becomes seriously ill, is affected by a natural disaster) .

**Third**, if teachers prepare the winners of the Republican and International Olympics in their subjects, a separate incentive system was introduced in relation to them. In particular, the decision of the president of the Republic of Uzbekistan dated May 3, 2019 PQ-4306 "on measures for the identification of talented youth and the organization of a continuous system of training of highly qualified personnel"determined the direction to the organization of a continuous system of identification of talented youth and training of highly qualified personnel. The prize fund of the Republican Olympiads is 100, 85, 70 minimum wage (EKIH)for 1st, 2nd and 3rd places, while the teachers of the winners were paid 80, 65, 50 MWP respectively. The winners of the International and Republican Olympiads were previously paid cash prizes. However, the document provides for a new system of incentives for winners and educators who have prepared them. This is reflected in the table below :

Olympic format	Category of encouraged individuals	Type of incentive
Main Olympics Republican stage	Teacher of winner	One-time cash prize
	1st rank	50 MWP
	2nd rank	35 MWP
	3rd rank	30 MWP
	Winner who works as a teacher in educational institutions	100% surcharge per month on position salary
International Olympics	Winner	One-time cash prize



1st rank (gold medal)	500 MWP
2nd rank (silver medal)	300 MWP
3rd rank (bronze medal)	200 MWP
Teacher of winner	One-time cash prize
1st rank (gold medal)	450 MWP
2nd rank (silver medal)	250 MWP
3rd rank (bronze medal)	150 MWP
Teachers who prepared the winners and the directors of the educational institution	Additional surcharge from the director's fund for the next academic year
Gold medal	200%
Silver medal	175%
Bronze medal	150%
Winner who works as a teacher in educational institutions	150% monthly surcharge on position salary

The high amount of such a surcharge serves to ensure the tireless work of teachers on themselves in all schools, the targeted training of students in the relevant disciplines, the development of a real competitive environment in the field of knowledge. In addition, it should be noted separately that state awards are given to teachers who have prepared students who have won international Olympiads. It can be said that important steps are taken to adequately appreciate the work of educators, teachers and teachers working in the kindergarten, school and higher education system, to increase their salary, prestige in society. Such attention to the development of the field serves to qualitatively change the educational and educational processes in schools, to improve the composition of teachers .

**Fourth,** In the decree of the president of the Republic of Uzbekistan dated September 5, 2018 "on additional measures to improve the management system of public education" PF-5538, issues such as improving the management system of public education institutions, strengthening the material and technical and educational-methodological base, further development of the network of non-state public educational institutions, preparation of the state program "Modern School",





It should be said that the role of class leaders in the correct Organization of the educational process in secondary schools is great. Because education is carried out in continuity with upbringing. In this regard, President Sh.Mirziyoev notes: "we are taking the measure of worthy encouragement of the hard and responsible work of the class leaders. In particular, from October 1, 2020, it was established that the amount of surcharge for 242 thousand class leaders will be increased by one and a half times. For these purposes, more than 400 billion will be added annually." On September 30, 2020, for the first time, 14 class leaders were awarded the order and medals of our state

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